



Town Administrator's Office

343 Highland Road, Tiverton, Rhode Island 02878 (401) 625-6710

Memorandum

Date: December 14, 2016

To: Tiverton Town Council

From: Matt Wojcik

RE: Contract amendment and fiscal impact statement – David Robert

Tax Assessor David Robert's performance review was provided to you at the last Council meeting during executive session. My recommendation is to amend David's agreement for the contract year December 11, 2016 to December 10, 2017 noted in the attached signed amendment, which in summary provides for a 2% salary increase. The raise was included in the budget approved by the Budget Committee.

The following statement summarizes the fiscal impact of this recommendation. The year over year increases result from the salary change and all expenses tied to salary, such as employer payroll taxes and pension contributions. These increases are as follows:

• Salary increase:	\$	1,415
• Resulting increase in FICA expense:	\$	108
• Resulting increase in MERS contribution:	\$	40
• Resulting increase in TIAA-CREF expense:	\$	21

Therefore, the sum total fiscal impact of the recommended contract amendment is \$1,584.

The total cost of carrying this position for year 2 of the contract includes: base salary, insurance benefits, the Town's share of H.S.A. funding, FICA, employer plan contributions, and a website / IT maintenance stipend paid out of the Town Administrator's annual budget (which is taxable as well as pensionable compensation), as follows:

• Salary:	\$	71,725
• FICA:	\$	5,469
• ER MERS and TIAA-CREF contributions:	\$	3,099
• ER H.S.A. contribution:	\$	3,000
• Health insurance:	\$	13,224
• Dental:	\$	883
• Life:	\$	538
• Stipend:	\$	<u>2,687</u>
	\$	100,625

This total is \$992 higher than year 1 of David's contract. Offsets were achieved as a result of health insurance changes arising from the AFSCME contract negotiation (directors follow that contract for insurance purposes) and the move to a new life insurance contract that now separates our active employees from retirees for rate setting purposes.

MEMORANDUM OF AGREEMENT

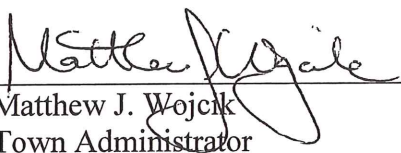
EMPLOYMENT CONTRACT DECEMBER 11, 2015 TO DECEMBER 10, 2018

David Robert and the Town of Tiverton, Rhode Island, agree to the following modification to the December 11, 2015 through December 10, 2018 Employment Contract as amended thereto. This modification is effective as of December 11, 2016.


The contractual modification is as follows:

SALARY: Salary is hereby amended from year one rate of \$70,760 per annum to \$72,175 effective December 11, 2017 for year two of the contract.

Town of Tiverton

By: 
Matthew J. Wojcik
Town Administrator

Employee

By: 
David Robert
Tax Assessor